

STATINTL

MEMORANDUM FOR: [REDACTED]
Office of Communications, DDA

FROM : John F. Blake
Acting Deputy Director of
Central Intelligence

SUBJECT : Organizational Development

REFERENCE : Your memo for the record, dtd 20 May 77; subject:
Establishment of Staff of Internal Organization
Development Specialists or Consultants

1. We have had your 20 May memorandum, proposing the establishment of an Organizational Development Staff and program in the Agency, studied by my staff. They have also examined the two responses sent to you and do not find them in opposition; rather, the Office of Personnel properly noted the problems of establishing a Staff and a formal program and the DDA reply detailed the OD activities which already take place on an ad hoc basis. It is unfortunate the replies were sent to you individually and were not melded into a single response.

2. There is merit in your suggestion, as noted in the replies, but I do not believe this is the time to initiate changes of the scope and nature suggested. Should there be a determination at a future time that a formal OD program is appropriate for the success of Agency management processes, your interest will be noted. I appreciate your bringing this subject to our attention.

John F. Blake

Acting Deputy Dir CI